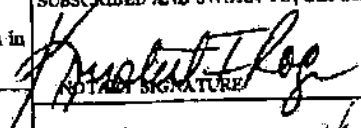
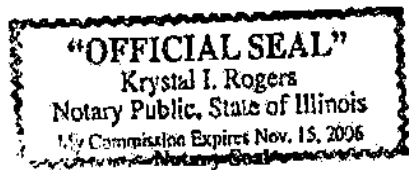



## **EXHIBIT 2**

<b>CHARGE OF DISCRIMINATION</b>		AGENCY <input checked="" type="checkbox"/> IDHR <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER  2006CA0255
This form is affected by the Privacy Act of 1974: See Privacy act statement before completing this form. <span style="float: right;">06W0804.07</span>			
<b>Illinois Department of Human Rights and EEOC</b>			
NAME (Indicate Mr., Ms., Mrs.) KATHRYN M. LAKEBERG		HOME TELEPHONE (include area code) 630-960-9489	
STREET ADDRESS 4909 CROSS		CITY, STATE AND ZIP CODE DOWNERS GR, IL 60515	DATE OF BIRTH 04/09/58
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (IF MORE THAN ONE, LIST BELOW)			
NAME UNITED PARCEL SERVICE		NUMBER OF EMPLOYEES, MEMBERS 154	TELEPHONE (include area code) 630 628 2116
STREET ADDRESS 150 S LOMBARD		CITY, STATE AND ZIP CODE ADDISON, IL 60101	COUNTY 031
NAME		TELEPHONE (include area code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE	COUNTY
CAUSE OF DISCRIMINATION BASED ON: SEX                      AGE		DATE OF DISCRIMINATION EARLIEST (ADE/FEPA)    LATEST (ALL) / /                      03/07/2005 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (if additional space is needed attach extra sheets)			
<p>I. A. ISSUE/BASIS</p> <p style="padding-left: 40px;">DISCHARGE, ON OR ABOUT MARCH 7, 2005, BECAUSE OF MY SEX, FEMALE.</p> <p>B. PRIMA FACIE ALLEGATIONS</p> <ol style="list-style-type: none"> <li>1. My sex is female.</li> <li>2. I have satisfactorily performed my duties as a Package Car Driver, and have been employed with Respondent since April, 1988.</li> <li>3. On or about March 7, 2005, I was discharged by Larry Krummel (male), Respondent's Center Manager. Krummel stated that I was being discharged because of a complaint which was lodged against me by a customer. No documentation was received from Krummel, or any other member of Respondent's management.</li> </ol>			
DEPT. OF HUMAN RIGHTS SWITCHBOARD AUG 11 2005			
(Continued)		SUBSCRIBED AND SWORN TO, BEFORE ME  8/5/05 MONTH DATE YEAR	
I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.			
		 8/5/2005 SIGNATURE OF COMPLAINANT      DATE	
I declare under penalty that the foregoing is true and correct. I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information, and belief.			

\* Complainant Name: KATHRYN M. LAKEBERG

Charge Number: 2006CA0255

Page 2

which validated Respondent's reason for the discharge; nor did I engage in an act of willful misconduct which merited being discharged by the Respondent.

4. I believe that there have been other, similarly situated, male package car drivers, such as Christian Wetnight and others, that have had a complaint lodged against them by a customer, but they were not discharged by the employer as I have been.

## II. A. ISSUE/BASIS

DISCHARGE, ON OR ABOUT MARCH 7, 2005, BECAUSE OF MY AGE, 47.

## B. PRIMA FACIE ALLEGATIONS

1. I am 47 years of age.
2. I have satisfactorily performed my duties as a Package Car Driver, and have been employed with Respondent since April, 1988.
3. On or about March 7, 2005, I was discharged by Larry Krummel (43), Respondent's Center Manager. Krummel stated that I was being discharged because of a complaint which was lodged against me by a customer. No documentation was received from Krummel, or any other member of Respondent's management which validated Respondent's reason for the discharge; nor did I engage in an act of willful misconduct which merited being discharged by the Respondent.
4. I believe that there have been other, similarly situated, younger package car drivers, such as Christian Wetnight and others, that have had a complaint lodged against them by a customer, but they were not discharged by the employer as I have been.

ACF/JJT/RCG

EEOC Form 161 (3/85)

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Kathryn M. Lakeberg  
4809 Cross Street  
Downers Grove, IL 60515

From: Chicago District Office  
500 West Madison St  
Suite 2800  
Chicago, IL 60661

Certified Mail: 7099 3400 0014 4054 4208



On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(e))

EEOC Charge No.

EEOC Representative

Telephone No.

21B-2005-02780

Armernola P. Smith,  
State & Local Coordinator

(312) 886-5973

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.



Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge.



While reasonable efforts were made to locate you, we were not able to do so.



You were given 30 days to accept a reasonable settlement offer that affords full relief for the harm you alleged.



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, and/or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a state claim may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

John P. Rowe

9/20/07

Enclosures(s)

John P. Rowe,  
District Director

(Date Mailed)

cc: UNITED PARCEL SERVICE